



June 23, 2020

WARN NO.
4073

#2

Via Certified Mail and Email

John Asher
Rapid Response Coordinator
Oregon Dislocated Worker Unit
Oregon HECC – Office of Workforce Investments
875 Union Street NE
Salem, OR 97311
John.e.asher@oregon.gov

Mayor Ted Wheeler
1221 SW 4th Ave
Room 340
Portland, OR 97204
mayorwheeler@portlandoregon.gov

Re: The Nines Hotel

Dear Mr. Asher and Mayor Wheeler:

I write on behalf of the Nines Hotel (hereinafter “the Company”) to give you notice that there will be a layoff impacting more than 50 employees of the Nines Hotel, 525 SW Morrison Street, Portland, OR 97204 on June 19, 2020. The layoff is expected to be permanent and will affect 226 employees.

These layoffs are being conducted due to the COVID-19 pandemic, the National Emergency declared by the President of the United States, the State of Emergency declared by the Governor of Oregon, and the various state and local orders and recommendations designed to help contain the spread of the virus, which caused many hotels to be forced to close or significantly curtail operations. The speed and vast reach of the COVID-19 outbreak, as well as the declaration of a National Emergency, and national directives for individuals to avoid congregating, limit travel, and to work remotely was unforeseeable and has caused, and will continue to cause, among other things, a drastic impact on our business. Despite the relaxation of some restrictions, the Hotel has discovered that there are very few reservations being made by travelers over the coming months, and that it is now expected that occupancy levels for this Hotel will continue to remain significantly below normal levels. Due to the unforeseen developments, the Company is compelled to make this decision with as much notice as possible under these unique business circumstances.

In compliance with Work Adjustment Retraining and Notification Act (the “WARN Act”) the Hotel is providing and has provided employees with notice based on the best information available to the Hotel at the time the notice is served. The COVID-19 pandemic has posed an unprecedented downfall in the economy the results of which are still unknown. Prior to giving this notice, it was not foreseeable that business levels would not return to a level where employees would be expected to be recalled in the near future and that a permanent layoff was appropriate. Initially, the Hotel put most of its employees on furlough status due to the impact of the COVID-19 pandemic on March 16, 2020. The furlough notice received by your office is attached. The expectation was the furlough would last 60-90 days. However, the continuing impact of the COVID-19 pandemic on business, state and national mandated abatement measures to contain the spread of the virus, and uncertainty over when business levels will begin to rebound caused the Company to make the difficult decision



to convert many of the furloughs to permanent layoffs. While we had hoped to recall many employees, the unforeseen change in occupancy expectation is causing the Hotel to convert to now make the layoff permanent.

All affected employees have been notified of their layoff dates and that the layoffs will be permanent. Employees are expected to be laid off from employment beginning on June 12, 2020, with the last layoff to be initiated on or about June 19, 2020.

Below is a list of the job positions and number of individuals in each position who will be affected by the layoff. There are no bumping rights associated with the layoff.

This Notice is not intended, and should not be construed, as an admission that this notice is required at the Hotel or to any employee. All rights and defenses pursuant to the WARN Act and other laws are specifically reserved.

All questions, concerns, and contact regarding this notice and associated layoffs or Hotel operations should be directed to Minoosh Koyaanisqatsi, Area HR Director, phone #503-802-4613, email address minoosh.koyaanisqatsi@thenines.com.

Sincerely,



Minoosh Koyaanisqatsi

Attachment: Furlough notice dated March 30, 2020